



Bottom Line: Up Front

Edition 07-10

This document is for information purposes and is designed to ensure that all personnel are aware of the many issues/changes that occur in our Navy. Although not inclusive, it is a great venue to share our best practices. If you have information, programs or best practices that you would like to share Navy-wide, send them via your applicable ISIC or Force Master Chief for inclusion. Thanks for your support and feedback.

MCPON RECOMMENDS:

Have you updated your service record and PRIMS information?

<http://www.npc.navy.mil/CommandSupport/PayPersSupport/My+Personnel+Information.htm>

See page 10 for more links of interest

INSIDE THIS ISSUE

- 2 What's Hot
- 3 Recruit Division
Commanders are in
Demand at OTCN
- 3 Navy Policy and
Controlled Substances
- 4 Updated Leadership
Core Continuum (LCC)
Training
- 4 Documented
Performance
- 5 New and Improved PTS
- 5 Official Military Personnel
File Command View
- 6 No More GSAs for
Enlisted Sailors
- 6 Passport Requirements
for Bahrain
- 7 Naval Academy
Opportunity
- 7 Partial SSNs Being
Removed from NPC Site
- 8 Continuum of Service
- 8 The Navy Family
Accountability &
Assessment System
- 9 For Our Veterans
- 10 Links of Interest

Shipmates,

Thank you all for making our Navy the best it has ever been and thank you for a great 2010. I have enjoyed traveling around our great Navy seeing you in action this year ... I could not be more proud of you.

I recently welcomed 753 new Sailors into our great Navy as the Pass and Review Officer for their graduation from RTC. I enjoyed the time I spent with them and the Sailors who are currently going through bootcamp. If you are looking for something different for your next tour that is both exciting and rewarding, I highly suggest becoming a Recruit Division Commander. There is also an opportunity to be an RDC for officers ... see page 3 for more details.

As we bring this year to a close, please remember to keep safety at the forefront of your daily activities both on and off duty. We've had a great year in safety, and I want to see you continue this trend into 2011. Think ORM!

I hope you took me up on my challenge to not leave any Shipmate behind this holiday season. Please remember to take the time to find out what plans your shipmates have over the holidays and make sure no one is left alone sitting aboard a ship, in the barracks or at home.

As you sit around your tables with your families and friends, take a moment to think about the thousands of our shipmates who are deployed around the world vigilantly keeping the watch and ready to answer our nation's call.

I hope you all enjoy some rest and relaxation and get ready to start off 2011 with some HOOYAH motivation. Thank you for working hard for our nation's freedom. Our Navy certainly is the service of choice!

HOOYAH!

MCPON

What's Hot

The Truth about EFMP:

Have you ever been told that enrollment in the Exceptional Family Member Program (EFMP) will hurt your chances for advancement or prevent you from going to certain billets? Let's dispel the myth.

EFMP is a program designed to ensure that "family members" are in locations where they can receive care and treatment for physical, mental, emotional, or educational needs. There are locations where Sailors' family cannot go due to the unavailability of the care they need, and in these cases, Sailors can elect an unaccompanied tour or try to negotiate for a different location.

EFMP enrollment is mandatory once a condition is diagnosed, and therefore will not hurt chances for advancement. Sailors can actually hurt their careers by not enrolling, refusing to provide required information, or knowingly providing false information, which is punishable under UCMJ Article 92 or Article 107.

The Navy must ensure that billets are filled and missions are manned properly. Navy families with special needs are a top priority, and everything is taken into consideration to balance mission requirements with family needs. There are subject matter experts in place at OPNAV, Naval Personnel Command, Medical Treatment Facilities, and Fleet and Family Support Centers who are available to assist with EFMP enrollment, information and referral, and policy questions.

The best course of action is to plan ahead as much as possible before a PCS move and work with NPC and medical care providers to determine proper geographic locations to support the individual EFM. Ensure EFM status is updated as required every three years, 12 months prior to negotiating orders, and after a PCS move.

It's important for Sailors with EFM to do their part so that the Navy can do our part in caring for EFM needs.

More information on EMFP is available in [OPNAV 1754.2D](#) and [MILPERSMAN 1300-700](#). Also, you can contact Lanita N. Lee, Navy EFM Program Manager, lanita.lee@navy.mil, COMM: 901-874-6670 DSN: 882-6670.

Recruit Division Commanders are in Demand at OTCN

BLUF: A rewarding opportunity to “motivate” the Navy’s Officer Ranks!

Hard charging, top performing Chief and Senior Chief Petty Officers are being sought to train new officers as RDCs. RDCs are not only at boot camp, but they also help train the Navy's officer corps as part of accession training at Officer Training Command Newport (OTCN). This includes Officer Candidate School and four other officer training programs impacting 65% of officers. Help turn our soon to be officers into disciplined, confident and competent leaders. OTCN RDC duty comes with Special Duty Assignment Pay and an additional clothing allowance. RDCs get coast choice when negotiating follow-on orders. For more information on becoming an RDC, see [MILPERSMAN 1306-954](#) and then contact the Shore Special Program Detailer (PERS-4010D) at COMM: 901-874-3855 or DSN: 882-3855.

Navy Policy and Controlled Substances

BLUF: Navy policy on drug abuse is simple and clear - zero tolerance.

[NAVADMIN 108/10](#) constitutes a general order for drug use and possession and instituted guidance on controlled substance analogues (designer drugs), Salvia Divinorum, or products containing synthetic cannabinoid compounds. These products are sold as aromatic incense or potpourri and contain a mixture of multiple herbs and ingredients that are then sprayed with any of several different synthetic cannabinoid compounds. The sale of these products are illegal in Kansas, Kentucky, Alabama, Georgia, Tennessee, Michigan, Mississippi, Hawaii, and Arkansas. There are other states proposing legislation including Virginia.

Sailors cannot possess or use “Spice” or herbal products. When it’s determined that an incident of use or possession has occurred, commands must report via an OPREP-3 Unit SITREP and take appropriate disciplinary actions.

There is no room for this behavior in our Navy. Commands that have experienced “Spice” cases have discovered that it is never just one individual involved, and that quickly becomes a readiness issue. Swift decisive leadership action is how we will eliminate this new substance abuse challenge our Navy faces. For additional information contact your Fleet or Force Alcohol and Drug Control Officer (ADCO) or

<http://www.npc.navy.mil/COMMANDSUPPORT/NADAP/WHATSNEW.HTM>

Updated Leadership Core Continuum Training

BLUF: LCC training is designed to meet the continuing process of training and developing enlisted leaders in pay grades E4 through E6.

The Center for Personal and Professional Development (CPPD) has released the updated Leadership Core Continuum (LCC) training modules via Navy Knowledge Online. These modules have been developed to bridge the gap between Petty Officer Selectee Leadership Courses released in FY09 and FY10. Commands are encouraged to use these interactive, scenario-based tools for both the development and mentoring of their Petty Officers as they progress through their career paths. Access the Leadership Core Continuum training modules at:

[https://www.nko.navy.mil/portal/leadership/home/leadershipcorecontinuum\(lcc\)](https://www.nko.navy.mil/portal/leadership/home/leadershipcorecontinuum(lcc))

Documented Performance

BLUF: Documented, sustained, superior performance is crucial ... Sailors take charge of your Evals.

Our Navy has never been more competitive and reenlistments are soaring. Sailors must take a more active role in their careers, and documented performance is key. Performance is an area Sailors have control over and all Sailors should take the time to ensure they provide good inputs into their evaluations. Career Development Boards let Sailors know how they are doing, where they can improve and what is expected of them. CDBs let supervisors and Sailors map out long-term objectives. BUPERSINST 1610.10C is being updated to reflect all the Eval changes put in place in 2010 such as documenting both yearly PFAs, IA status, E-5 forced distribution and more. Keep a look out for this update.

New and Improved PTS

BLUF: The PTS program is a vital part of our Navy's Total Force strategy, providing an opportunity for the best and brightest Sailors to meet current and future fleet manpower requirements.

Commands are reporting much higher application numbers since the October merger of PTS/Fleet Ride which was announced in [NAVADMIN 352/10](#). The most appreciated feature is the automatic running of Fleet Ride on each Sailor to determine what ratings a Sailor qualifies for based on ASVAB scores and other factors. Previously, counselors had to run Fleet Ride separately which was time-consuming and sometimes done by hand from a list.

Now, PTS/Fleet Ride's instant view feature generates iron-clad matches of Sailors to possible new ratings. The PTS/Fleet Ride algorithm is a solid formula, but Sailors may be surprised at how competitive they must be for the quotas that are available. Sailors who set their sights on conversion must ensure their ASVAB scores are high enough and that they're committed to getting through A-School for the new rating and new job. To level the playing field in PTS, the completion is now by Year Group, meaning an E-4 with three years won't have to compete against someone with far more experience like an E-6 with five years. Are you ready?

Official Military Personnel File Command View

BLUF: OMPF-command view provides commands an efficient and controlled means to view some information their Sailors' OMPF.

[NAVADMIN 398/10](#) announced the OMPF-command view capability allowing commands access to information that was normally kept in the paper enlisted field service record (EFSR) and is not contained in the Electronic Service Record (ESR). Since paper EFSRs have been closed out throughout 85% of the Navy, OMPF-command view will provide the capability to view member's OMPF for information such as the DD 1966 and Performance Evaluation comments. Most commands will have immediate access based on specified Navy Officer Billet Codes (NOBCs) and Distribution Navy Enlisted Classification (DNECs) codes such as CO, XO, Command Master Chief, and they will be able to delegate user accesses to other members of the command. For PSDs and CSDs, and other commands without NOBC structure, the OMPF User Guide will outline the process to request access. The User Guide can be found at: http://www.npc.navy.mil/CAREERINFO/RECORDSMANAGEMENT/OMPF_CMDVIEW.HTM

OSA assignments; No More GSAs for Enlisted Sailors

BLUF: Know the changes from GSA to OSA and how to apply for an OSA assignment.

Global War on Terrorism Support Assignments (GSA) for enlisted Sailors has been replaced by Overseas Contingency Operations Support Assignments (OSA). The goal is to minimize Individual Augmentee impact on Fleet Readiness, remove complexity and improve family readiness.

Here are a few of the OSA changes:

- No more PCS moves.
- Sailors who volunteer for an OSA will receive TEMADD orders.
- Upon OSA completion, Sailors return to their current commands for 60 days for post-deployment screening, leave and subsequent transfer to their next duty assignment.
- There will be no more purple/GSA type billets shown on CMS/ID. You must indicate your interest on the Duty Preferences tab in CMS/ID.
- Sailors interested in OSA billets will have to change their preferences in CMS/ID (on the Special Programs section of the Duty Preference tab). Anyone interested in applying for an OSA billet must have PTS approval and at least 13 months remaining until their EAOS.

Passport Requirements for Bahrain

BLUF: PCSing to Bahrain? Passport and Visa are now required.

The DoD Foreign Clearance Guide now requires a no-fee passport and VISA be issued to all U.S. Government civilians, service members and eligible family members when PCSing to Bahrain. Since passports can take up to six months to process, go immediately to your servicing PSD to start the process the moment you receive PCS orders or a Letter of Intent to Bahrain. For more information visit: <https://www.fcg.pentagon.mil/fcg.cfm>, click on Africa/Southwest Asia on the left side, and then click on Bahrain.

Naval Academy Opportunity

BLUF: Enlisted Sailors who meet the requirements can be accepted in the U.S. Naval Academy.

U.S. Naval Academy (USNA) Enlisted Applicants Opportunities give enlisted Sailors an opportunity to be accepted to the U.S. Naval Academy. Many Sailors believe it is impossible to receive a USNA education and that is just not the case. Each year, the Secretary of the Navy has 170 nominations for qualified Sailors. Last Academy class, only 34 nominations were utilized.

Unlike a high school candidate, our Sailors do not have to go to congressional representatives or senators for interviews to receive a nomination. Any outstanding Sailor or Marine with a 2.8 GPA high school background and SAT scores of 500 verbal/550 math can get into the Naval Academy Prep School (NAPS) if they were born after July 1, 1989, and meet the eligibility requirements. Fleet experience, deployments and accomplishments will be considered during the selection process.

For more information on Sailor admission to the Naval Academy or NAPS, contact ETCS Maxwell, NAPS/Fleet Coordinator for USNA Admissions at (410) 293-1839, email at: emaxwell@usna.edu, or visit <http://www.usna.edu/Admissions/steps.htm>, click on the fourth radio button in the middle of the screen, "Active Duty Service Applicants" for more details about the application process.

Partial SSNs Being Removed from NPC Site

BLUF: Protection of your personal information is important, and the Navy is taking the necessary steps to protect Sailors.

Secretary of Defense Directive 13798-10 orders all Social Security Numbers, whole and partial, to be removed from Navy's public-facing websites. While Navy Personnel Command never used whole SSNs on the web site, last four of SSNs were included in selection and promotion messages. That has changed. While all postings with partial SSN are being removed from www.npc.navy.mil, NAVADMINs and ALNAVs for 2009 and 2010 have been redacted and reposted but pre-2009 messages containing SSNs have been replaced with a "Privacy Act Protected" statement. Be careful when looking at select messages - many Sailors have the same name. Commands must make certain that they know which Sailors are selected. Commands will still receive messages via the DMS system containing partial SSN. Be sure to crosscheck!

Continuum of Service

BLUF: When making the transition from Active Duty to Reserve Duty, Sailors' Active Duty benefits now extend further into the Navy Reserve.

Sailors considering leaving active duty have an easier path to explore Navy Reserve options prior to separation, and continue to serve and enjoy Navy benefits.

A major advantage is that Sailors who transfer directly from Active to Reserve are entitled to receive six months of the same medical benefits received while on active duty. Perform-to-Serve (PTS) with Selected Reserve (SELRES) option, Career Management System/Interactive Detailing (CMS/ID) with SELRES option, and the Career Transition Office (CTO) are in place to aid Sailors' moving to the Reserve side. Mobilization deferment for up to 24 months, re-employment rights after deployment, points toward a military Reserve retirement, education benefits for members with potential GI Bill transferability to family members, life insurance, low-cost individual and family medical and dental care plans, commissary and Navy Exchange privileges, potential affiliation bonus - and other benefits await Sailor's who transition directly from Active to SELRES. For more information visit: the [Career Transition Office website](http://www.npc.navy.mil/CareerInfo/) or <http://www.npc.navy.mil/CareerInfo/>.

The Navy Family Accountability & Assessment System

BLUF: When it comes to you and your loved ones' safety, the NFAAS is one tool you do not want to want to ignore.

Recent emergencies have proven the value of the Navy Family Accountability and Assessment System (NFAAS), created after Hurricane Katrina to help the Navy account for its people and determine needs after a disaster. NFAAS lets families alert the Navy of their safety status and fill out a needs assessment on needs for housing, financial assistance or other help. Get on NFAAS now and register yourself and family BEFORE an emergency happens. Simply log-on to <https://navyfamily.navy.mil> and verify your address and contact information. Update when anything changes in your life such as marriage, divorce or a new child.

For Our Veterans

BLUF: It's not just our normal day-to-day job requirements that count, but also our off-duty efforts that make a difference.

In Aug. 2005, Hurricane Katrina struck the Gulf Coast - and its wrath destroyed the Armed Forces Retirement Home (AFRH) in Gulfport, Miss. More than 350 residents were swiftly transferred to the AFRH in Washington, D.C. Despite these traumatic events, and the loss of their beloved home, the residents remained strong and resolute.

On Oct. 4, 2010, more than 120 residents moved into their newly renovated and refurbished home back in Gulfport. Eighty-four residents flew from D.C. to Gulfport while the remainder drove their private vehicles back to their home.

The excited residents were greeted by more than 140 volunteers from the Naval Construction Battalion Center, Keesler Air Force Base and volunteers from the local community. The volunteers served as sponsors and helped the residents check-into their new home. Without the help of these volunteers, a smooth transition would not have been possible.

Volunteers will continue to help the veterans move back into their homes until the AFRH-Gulfport reaches full capacity of 582 residents.

Students from the Expeditionary Combat Skills Class provided five to 15 volunteers each day to help residents with their needs.

One resident commented, "What would we do without our military volunteers?" The volunteers are helping to pay back the veteran heroes who have served their country so honorably.

Links of Interest

The appearance of external links in this document does not constitute official endorsement on behalf of the MCPON, U.S. Navy or Department of Defense.

Make sure you are ready for the upcoming advancement exams:

<https://wwwa.nko.navy.mil/portal/careermanagement/navyadvancementcenter>

U.S. Navy Advancement Center Facebook page: http://www.facebook.com/pages/Pensacola-FL/Navy-Advancement-Center/213190711299?ref=ts&__a=14&

Navy and Marine Corps Retirees Facebook page: <http://www.facebook.com/pages/Navy-and-Marine-Corps-Retirees/134031983278683>

Suicide Prevention: <http://www.npc.navy.mil/CommandSupport/SuicidePrevention/>

The CIAC Paddle: <http://www.public.navy.mil/ia/Pages/ciacinformation.aspx>

American Freedom Foundation: <http://americanfreedomfoundation.org/>

The American Freedom Foundation, Inc. is a 501(c)3 public benefit corporation organized to honor veterans of America's armed forces and raise money and awareness for various veterans' organizations with special emphasis directed to welfare and educational issues facing those wounded in action, those disabled and families and children of veterans killed in action during Operation Enduring Freedom and Operation Iraqi Freedom.

To request a retirement letter from MCPON's office:

The link below is to NPC's website where you can request a retirement letter from MCPON. Please allow eight weeks for process and delivery.

http://www.npc.navy.mil/CareerInfo/CMC_CCC/HotOffPress/Recognition/default.htm